

Leadership Institutes and Development Programs

This table provides a summary of a sample of existing leadership institutes in the United States that focus on public health, business, academic, or clinical health care professionals. The information was compiled by the 2004-05 Wisconsin team of the National Public Health Leadership Institute.

Leadership Institute Name	Stakeholders Funding	Audience	Content	Design/ Method	Outcomes/ Expected or Evaluation	Cost /Source of Information
Public Health Leadership Institutes – National, Regional, and State						
National Public Health Leadership Institute	CDC UNC Center for Creative Leadership	Teams of 3 to 4 with one member in government	Individual and team leadership development skills for lifelong learning	Year-long program with 2 on-site sessions, project work, phone conferences, and coaching		www.phli.org Costs: Travel and lodging at pre-APHA meetings.
Great Basin Public Health Leadership Institute	Utah Department of Health and Nevada Public Health Foundation	Middle to senior leaders in state and local public and environmental health departments in Utah and Nevada	Challenge current leadership abilities and learn new leadership skills	Year long program with 3 on-site sessions with self-study, team projects, and distance learning		http://www.greatbasinleadership.org/ Costs: \$2500 plus travel
Mid-America Regional Public Health Leadership Institute	Illinois, Wisconsin, Indiana, North Dakota	Individuals who hold leadership positions in local or state agencies and have at least five years experience in public health	Team and individual work with a focus on varying annual themes	1 year program with 3 on-site meetings, team and individual projects		http://www.uic.edu/sph/marphli/ Costs: Funding from member states covers costs except travel and books.
Mid-Atlantic Health Leadership Institute	Maryland, Delaware, DC	Mid-managers from Public Health, Health , Insurance, Policy , legislators, education, business	Focus on collaboration for team goals	9 month program focusing on team projects with multi-disciplinary teams in local area	Participant evaluations with written, scaled instrument	www.jhsph.edu/Research/Centers/MHLI/ Costs: \$1000.00 for training plus travel.
Northeast Regional Public Health Leadership Institute	NEPHLI Partner States: Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	Managers of state and local public health or community based organizations, private health providers, managed care organizations, and social service agencies	Core functions, 10 essential services	Three retreat sessions and distance learning	Written evaluation of sessions, speakers, and post-session	www.albany.edu/sph/nephli Costs: \$2000 plus travel
Northwest Regional Public Health Leadership Institute	University of Washington, states of Alaska, Idaho, Montana, Oregon, Washington	Public health leaders as well as community leaders from politics, business, and the non-profit sector	Collaborative leadership skills for healthy communities in 6 modules: challenges in public health, reflective and visionary leadership, crisis leadership, organizational and systems leadership, collaborative	Year long program with three on-site sessions and distance learning with practice based faculty		http://healthlinks.washington.edu/nwcpnwphli/about.html Costs: \$1800 plus travel

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			leadership and community building, and developing leadership in others			
Regional Institute for Health and Environmental Leadership	Funding from CDC, ASTHO, Colorado Department of Public Health and Environment, Wyoming Department of Health, Region VII DHHS, Rose Community Foundation, New Mexico Department of Health, Colorado Foundation for Public Health and Env.	Mid and upper level professionals in health and environment fields in the public and private sector	Enhance collaborative leadership skills, principles of team building, collaborative problem-solving and communication are studied and practiced.	1 year program with four 3-day on-site programs as well as distance learning including computer conferencing, reading, and team projects.	360 degree individual and group assessment tool	http://mama.uchsc.edu/rii/ Costs: \$2500 plus travel
South Central Public Health Leadership Institute	CDC, Tulane School of Public Health, Alabama, Arkansas, Louisiana, Mississippi	State program staff	Core functions, shared learning community, community empowerment	Year long program with reading, 3 on-site meetings, mentors, telephone conferences, evaluation, and team project		http://www.tulane.edu/%7Esphtm/scphli/
Southeast Public Health Leadership Institute	Funding by CDC, states, and Claude Worthington Benedum Foundation. University of North Carolina School of Public Health, North Carolina, South Carolina, Tennessee, Virginia, West Virginia	Senior and mid-level health professionals with 5 years experience in state or local health	Political and social change, communication, vision/futuring, personal awareness, systems thinking, information management, customer service, partnerships/collaboration.	Year long program with 3 working retreats, 4 telephone conferences, 3 online computer discussion forums.		www.sph.unc.edu/sep_hli Costs: Free to participating states. Others \$3500
Southwest Public Health Leadership Institute	Mel and Enid Zuckerman Arizona College of Public Health, Arizona and southwest	Public health professionals in Arizona and the southwest region of the United States	Competency-based learning	Group specific curriculums		http://www.publichealth.arizona.edu/healthleadership/

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Public Health Leadership Institute of Florida		Employees of Florida Dept of Health with 3 years of experience	Personal understanding and growth and mastery of essential leadership skills including visioning, team building, systems thinking and political effectiveness	Year long program with 7 meetings and small group telephone contact		http://hsc.usf.edu/PUBHEALTH/clphp/phlif/
Iowa Community Health Leadership Institute	Iowa Association of Local PH Agencies and Iowa Health System	Experienced professionals from healthcare, PH, non profits, education, HS, government	Creation of healthy communities with leadership development through partnerships	Year long program with 3-4 meetings, 6 self-study modules, online conferences and Action learning Project		http://www.ihsdesmoines.org/body.cfm?id=53
Kansas Public Health Leadership Institute	Kansas Dept. of Health and Environment, Dept of Preventive Medicine and PH at University of Kansas School of Medicine, St. Louis University School of PH.	Managers from state and local PH	Leadership knowledge, skills, competencies to increase organizational effectiveness.	Year long program with 4 2 day sessions and activities and assignments, team work on capstone project		www.waldcenter.org
Kentucky Public Health Leadership Institute		Multi-disciplinary leadership in PH system in state	Strengthen skills to be change agent in state	Year long program with change master action learning project		www.mc.uky.edu/kphli
Massachusetts Regional Public Health Leadership Institute Forum (under development)						http://www.heartlandcenters.slu.edu/nln/programsState.html
Michigan Public Health Leadership Institute	Michigan Association for local Public Health and Michigan Dept. of Community Health (1% Training Program Fund) and other fundraising efforts	Mid and upper level managers in state and local PH and private health care settings and academicians	Personal leadership and collaborative skills, designing innovative models to address community concerns, training around key themes	Annual program on-site and distance learning with team project and mentors	Program Evaluation	http://www.heartlandcenters.slu.edu/nln/sr/funding.html
Missouri Public Health Leadership Institute	Missouri Dept of Health, CDC grant, HRSA contract, St. Louis University	mid and senior level local, district, and state public health managers and	Core PH functions, organizational change, systems thinking, team development, QI	2-year program with 4 3-day onsite sessions. Reading and case study	Leadership surveys completed during and post program.	http://www.heartlandcenters.slu.edu/nln/programsState.html

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		administrators		related to public health infrastructure problem	Follow-up done on project outcomes	Costs: Travel and Retreat Center costs and session costs (\$148 / session)
Ohio Public Health Leadership Institute	CDC NACCHO Ohio Department of Health	Local, state, other government, and non-profit	Focus on making communities healthier, leadership competencies, awareness of public health emerging issues.	Year long program. Leadership Team project with local team		http://sph.osu.edu/school/ophil.cfm
Oklahoma Public Health Leadership Institute	Oklahoma State Dept. of Health, University of Oklahoma Health Science Center	State and Turning Pt community grant recipients	Leadership and population-based preventive health	3 modules with face to face contact in 9 months as well as email, conference calls and team work		http://www.heartlandcenters.slu.edu/nln/programsState.html
Texas Public Health Leadership Institute (in development)						http://www.nalboh.org/leadership/nphldn.htm
Wisconsin Public Health Leadership Institute (in development)	University of Wisconsin Medical School & Medical College of Wisconsin with partners statewide	Those working to improve the health of the public	Under development		Healthy people in healthy communities through education and leadership development	http://www.pophealth.wisc.edu/uwphi/education/leadership/ldrshp_cover_page.htm

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Business Leadership Institutes/Programs						
Wisconsin Rural Leadership Program	UW Cooperative Extension	Intensive two-year program is for women and men in the early stages of their leadership careers	Strengthens communities through preparing leaders as catalysts to effectively deal with today's changing world	A combination of classroom activities, field experiences, and readings organized into a series of practical seminars over a two-year period.	Helps participants meet the challenges of leadership	www.uwex.edu/ces/wrlp
The Aspen Institute (Washington D.C., but has various campuses in U.S. and abroad)	Non-Profit/N.A. for type of funding.	Individuals in Businesses, Government, or the Media.	Seminars, policy programs, conferences, and leadership development initiatives offered throughout the year.	4 Seminars over a 36 month period for the leadership initiative	N/A	www.aspeninstitute.org
Australian Rural Leadership Foundation	Non-Profit – sponsorships from government, industry and corporate sponsors with participants also contributing.	Individuals currently in leadership roles between the ages of 30-45.	Provide leadership development opportunities for rural and regional leaders at regional, state and national levels.	The program is part-time conducted in seven sessions over a 20 month period, in various locations of Australia and overseas.	N/A	www.rural-leaders.com.au/ Cost: Participants contribute a portion of fees.
Center for Creative Leadership (Headquarters – North Carolina)	Private/Public	Individuals in public, private, non-profit, government and education sectors.	To advance the understanding, practice and development of leadership for the benefit of society worldwide.	Offers 14 open-enrollment programs for individual teams and entire organizations.	Personal evaluations and personal assessments.	www.ccl.org/index.shtml
Greenleaf Center for Servant Leadership (Indianapolis, IN)	International Not-for-Profit Institution	Public Sector	To assist individuals in understanding principals and practices of servant-leadership. Also to promote a holistic sense of community and to share the power of decision making.	Two Annual Conferences (2-3 days) Bureau of Speakers for presentations	None-listed	www.greenleaf.org/
Hispanic Leadership Institute (Arizona)	Valle del Sol, Inc., Valley of the Sun United Way, South Mountain Community College, Arizona State University.	Focus on Hispanic population.	Educate and assist in the development and expanding of leadership skills.	17 week program (meets weekly)	N/A	www.asu.edu/xed/hli/ Costs: \$ 800 for all sessions includes materials \$550 for non-profit participants
The Institute of Business Advisors (United Kingdom)	Non-Profit – N/A for type of funding.	Individual Business Advisors, Mentors, and Trainers-Focus	Development of various business leadership and management skills.	Conferences, classes, trainings, and networking	Self assessments – Pre and Post	www.iba.org.uk/ps/home.aspx Cost: Memberships and

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		on small to medium sized businesses.		events.		individual class expenses (varies), requirements need to be met for membership.
LEAD-Leadership Education and Development (Philadelphia, PA)	Sponsorships	High School Students	Through summer classes' links students with leadership capabilities to the nation's leading corporations and business schools.	Summer programming – 3 to 4 weeks. Students mentor leading business school professors and corporate executives.	Self Assessments	http://www.leadnational.org/
The Leadership Forum (Atlanta, GA)	Sponsored by: DuPree College of Management at Georgia Tech Collier Brown and Company.	Executives in Business (Business Focused)	Various Business Leadership Topics.	Half Day sessions held yearly, each year new topics and speakers.	N/A	www.learnleadership.com Cost: Varies - \$3,250 per participant all sessions \$585 per session 7-10 sessions per year.
Leader to Leader Institute (New York, NY)	501 (c) 3 Charitable Organization	Businesses Government Social Sectors	To strengthen the leadership of the social sector through educational opportunities and other resources.	Individual Workshops Annual Conference	Self assessments for both individual and groups.	http://www.pfdf.org/ Cost: N/A – However there are membership rates from \$100-\$2,500 to become a member of the Institute.
The Legacy Leadership Institute (Dallas, TX)	Private	Executives Consultants	Leadership Development Program for Individuals.	Days 1-3 (First Level) Day 4 (Second Level)	Self Evaluation	http://www.coachworks.com/institute_home.html Cost: Program costs vary depending on program choices.
Medical Transport Leadership Institute (West Virginia)	Non-Profit	Professionals in management type positions.	Provides continuing education and certification for individuals managing medical transportation services, and those seeking higher level management skills. Practical application is highlighted.	2 year program including classes, case studies and group projects. Week long class sessions.	Testing – 100 question written exam.	http://www.oglebay-resort.com/schools.htm Cost: \$ 1,100 – 1,500 per year
Ohio Executive Leadership Institute (Ohio University)	No information available. High emphasis on OUELI Alumni.	Non-Profit sector executives.	Offers a framework for leading highly effective organizations. Focus on Public Leadership.	Short programs and workshops 2-3 days in length 3x/year.	N/A	http://oueli.voinovichcenter.ohio.edu/

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Academic Leadership Programs						
Physicians in Management Seminar	American College of Physician Executives	New physician managers	Fundamentals in business and management.	3 days 18 CME		www.acpe.org Cost: \$795
Executive Leaders Program	American College of Physician Executives	Senior physician executives	Single-subject workshops on various management topics.			www.acpe.org
Department Chairs Workshop	American Council on Education	Department and division chairs, deans	Development of the chair as an academic leader within the department and within the institution as a whole	1 week workshop		www.acenet.edu/programs/dlp Cost: \$760
Professional Development Seminar for Mid-Career Faculty	Association of American Medical Colleges	Women associate or full professors	Provides participants with insights into the realities of gaining a senior administrative position in academic medicine.	1 week workshop		www.aamc.org/meetings/start.htm
Master of Health Sciences in Clinical Leadership Program	Duke University		Prepares clinicians to become division chiefs, leaders of healthcare systems, directors of health plans and heads of large-group practices.	2 years, 43 credit hour program		http://clinical-leadership.mc.duke.edu/
Health Care Leadership Institute	Georgetown University School of Business and School of Nursing and Health Studies		Provides knowledge and skills needed for successful management of complex organizations.	1 Week		http://www.msb.edu/exec_ed/executive_programs/healthcare.htm Cost: \$1795
Leadership	Harvard Business School		Designed to give participants ideas, frameworks, and tools to become better leaders			http://www.exed.hbs.edu/programs/
Institute for Management and Leadership Education	Harvard Graduate School of Education	Experienced administrators	Designed to increase capacity to lead and manage change, develop effective strategy, realign faculty and financial resources, and evaluate impact of new initiatives.	1 Week Workshop		http://www.gse.harvard.edu/ppe/highered/programs/mle.html
Management Development Program	Harvard Graduate School of Education	Mid-level professionals	Provides innovative and practical ideas about critical management issues			http://www.gse.harvard.edu/ppe/highered/programs/mdp.html
Institute for Educational Management	Harvard Graduate School of Education	Senior-level administrators	Examines critical leadership issues at colleges and universities			http://www.gse.harvard.edu/~ppe/highered/
Skills for the New World	Harvard Kennedy	Physicians and non-	Provides participants with			www.execprog.org/home

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of Health Care	School of Government	physician leaders of health care organizations	concepts and tools to influence the evolution of the health care system			asp
Leadership Development for Physicians in AHCs	Harvard School of Public Health	Physicians in administrative positions who are not chairs of clinical departments	Designed to enhance leadership abilities and effectiveness	2 Week Workshop		http://www.hsph.harvard.edu/ccpe/ Cost: \$4,950
Leadership Development for Physicians in AHCs: Program for Chiefs of Clinical Services	Harvard School of Public Health	Chairs/chiefs of major clinical departments in teaching hospitals	Designed to enhance leadership abilities and effectiveness	2 Week Workshop		http://www.hsph.harvard.edu/ccpe/ Cost: \$4,950
Medical Education Leadership in Academic Medicine	Harvard Schools of Medicine and Business and Harvard Medical International	Leaders with major responsibilities for medical education	Educational leaders develop their own action plans for leading and managing changes to fulfill their institution's educational mission	1 Week		www.harvardmacy.org/default.asp Cost: \$4,995
Management Institute for Women in Higher Education	Higher Education Resource Services	Faculty women who are department chairs and women administrators who have responsibility for curriculum and faculty development	Integrated series of five seminars in fiscal management, managing in organizations and professional development	5 Week per year, 1 Week long seminars (Wellesley College)		http://www.wellesley.edu/WCW/Hers/Frm_MI_FWIHE.htm Cost: \$3000
Hedwig van Ameringen Executive Leadership in Academic Medicine Program for Women (ELAM)	Institute for Women's Health at Drexel University College of Medicine	Senior women faculty	Focuses on preparing women faculty at AHCs for senior leadership positions.	Year long program (3 Weeks sessions)		www.drexel.edu/elam/home.html Cost: \$8,950
Leadership for Physician Executives	Levinson Institute (in association with Harvard Medical School)	Physician leaders	Applies fundamental principles about human behavior to leadership development	5 day program		http://www.levinsoninst.com/PhysExec.htm Cost: \$4500
Executive Education Seminar	Medical Group Management Association	Senior-level administrators in group practice management settings	Provides leadership strategies and skills to integrate governance, strategic planning, business goal-setting, physician relations, and overall practice management			www.mgma.com/education/
Strategic Leadership for Women	Simmons Graduate School of Management	Women managers in any industry or sector	Management program that shows how to work within one's organization to develop a path			http://www.simmons.edu/som/execed/open-enrollment/strategic.shtml

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	Center for Gender in Organizations,		for professional success			Cost: \$5,400
Executive Program	Stanford Graduate School of Business,	Seasoned, senior-level executives with company-wide and/or country responsibilities or at the top level of a functional unit	Intensive academic program in general management for experienced business leaders	6 Week Program		www.gsb.stanford.edu/execed/sep Cost: \$44,900
Executive Development Program	University of Pennsylvania, The Wharton School	Managers who are moving into new management positions that require the integrations of several difference functions, products, regions, an operations	Reviews key business principles and explores the challenges of being in positions of authority in global organizations			www.execed.wharton.upenn.edu/

Clinical Leadership Institutes						
Certificate in Clinical Leadership	UNC Nursing	Clinical Middle Managers	Styles of Leadership Human Resource Management Budgeting Health care Quality Managerial Strategies	Five Day Workshop Management Project Two Day Workshop	Knowledge Implementation of project	http://nursing.unc.edu/lifelong/PDF/ClinicalLeadership605.pdf Cost: \$1400
Clinical Leadership Program	Bournemouth University	Nurse or Allied Medical with 3 Years leadership experience	Clinical, professional and leadership skills	Two Year Part Time Program Action Learning Group Process Attendance one day per week, 6 hrs/wk self study		http://www.bournemouth.ac.uk/ihs/profdevelopment/bcpqdipl.html
Nursing Leadership Institute	Florida Atlantic University Palm Healthcare Foundation	Nurses in practice and academic settings	Leadership Management Human Resources Teaching skills	Workshops and Review Courses	Leadership skills Nurse Retention	http://www.fau.edu/nli/
Physician Leadership Institute – Program for Medical Directors	National Association of Public Hospitals	Physicians in leadership roles in ambulatory care in safety net institutions	Managing Growth in Ambulatory Care Role of Safety Net Provider Implementing Change in Safety Net Environment	3 day sessions Fellows Program Teleconferences		http://www.naph.org/Content/NavigationMenu/Professional_Development/Physician_Leadership_Institute_Me

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						dical Directors/Physician Leadership Institute Medical Directors .htm
University of Michigan Health System Healthcare Leadership Institute	University of Michigan Medical School, Business School and School of Public Health	Senior leaders in UM Health System	Strategy, management, marketing strategy and positioning, research and development, innovation, negotiation and decision-making	5-two day sessions – 90 in class hours taught by Med School, Business School and PH School faculty Projects	Improve delivery of medicine at UM Health System	http://www.med.umich.edu/opm/newspage/2003/hcleadership.htm
Master of Health Sciences in Clinical Leadership	Duke University Medical Center in coordination with the Law, Business and Nursing Schools	Clinicians	Financial Management Economics Law Organizational Behavior Informatics Quality Management Strategic Planning Health Policy Cross cutting: clinical integration, community outreach, consumer empowerment	Two-year, 43 credit-hour professional degree program Seminars, mentoring, group projects, longitudinal policy project	Creating clinical leaders who “improve health and health care, not just treat diseases”	http://clinical-leadership.mc.duke.edu/
Faith/Health Clinical Leadership Program	University of Minnesota Center for Spirituality and Healing	nurses, physicians, psychiatrists, clergy, seminarians, psychologists, social workers, physical therapists, dieticians, lay ministers, and other qualified professionals	Health care and spiritual healing Leadership skills	Three semester didactic and clinical graduate level training Individual learning contract Case studies/verbatim reports Didactics and readings; use of professional resources Clinical practice for applications and learnings Process notes or journaling, and log of hours/contacts Special projects related to learning goals Mid-Term and Final evaluations	Develop integrative care models focusing on the whole person, family and community in order to incorporate a professional role in healing. Enhance personal/professional resilience and vocational fulfillment. Learn and apply effective strategies for building healthier communities. Develop wholistic care and healing programs and evaluation criteria. Understand how to build financially sustainable programs of wholistic care	http://www.med.umn.edu/csh/home.html

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Clinical Management and Leadership Program	George Washington Medical School	Working health sciences professionals	Communication skills Leadership/group effectiveness Administrative functions Operations Information mgmt Consumer needs Changing face of health care	BS degree - 123 credit hours (some distance based)	"Preparation of leaders for changing healthcare environment"	http://www.gwumc.edu/healthsci/Programs/cml/cml.htm
Nurse Manager Academy	Institute for Johns Hopkins Nursing	RNs with minimum of baccalaureate	Context and challenges of contemporary nursing mgmt Personal leadership dvpt Staff recruitment and retention Financial mgmt Conflict mgmt Best practices of nurse managers	Six day course in residence – "innovative "hands-on" large and small group activities; individually video-taped and coached practice sessions; and interactive presentations"	Increased patient quality of care, satisfaction with care, financial success of organization, job satisfaction of nurses	http://www.ijhn.jhmi.edu/NurseManager/default.htm
Executive Leadership in Academic Medicine	Drexel University College of Medicine	Women Associate professors or higher at US or Canadian Med School	Financial management Strategic planning and organizational transformation Emerging issues in academic health Converging paradigms of academic and corporate leadership Personal dimensions of leadership Career advancement	Three week-long sessions and an intercession (independent projects) Case analyses, individual and small group learning, team work, mentoring and coaching, lecture.	"Effectiveness of program broadly recognized within academic health community." "ELAM graduates now hold senior-level positions at Academic health centers in the U.S, Canada and Puerto Rico	http://www.drexel.edu/elam/home.html
Medical Education and Leadership Program (MEDAL)	University of Wisconsin Medical School	Faculty and Fellows in the UW Medical School	Teaching Program design and management Leadership			http://rms.med.wisc.edu/viewers/fileViewer.php?file=11%7C2298

Evidence-Based Practices for Healthiest Wisconsin 2010 - Developed by the Bureau of Health Information and Policy, Division of Public Health, Department of Health and Family Services, in partnership with the University of Wisconsin Population Health Institute (October 2005). Available at:
<http://dhfs.wisconsin.gov/statehealthplan/practices/>